

CURRICULUM VITAE

Jone L. Pearce

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EDUCATION

- 1976-78 Ph.D., Yale University, Administrative Sciences.
1974-76 M.A., Yale University, Administrative Sciences.
1972-74 B.A., University of California, Berkeley; Psychology, summa cum laude.
1970-72 Undergraduate Studies, University of California, Los Angeles.

ACADEMIC EMPLOYMENT

- 1979- Dean's Professor of Leadership, and Co-Director, Center for Leadership and Team Development, The Paul Merage School of Business, University of California, Irvine (Professor, 1993-2008, Associate Professor 1985-1993; Assistant Professor 1979-1985).
2008 Visiting Professor, Leonard N. Stern School of Business, New York University
2004-05 Hansen Visiting Professor, Business School, University of Washington.
2002-04 Interim Dean, Graduate School of Management, University of California, Irvine.
1994-96 Associate Dean, Graduate School of Management, University of California,
1990-92 Irvine.
1984-85
1995 Visiting Professor, Faculty of Business Administration, Budapest University of Economic Sciences.
1989 Visiting Professor, International Management Center, Budapest, Hungary.
1978-79 Assistant Professor, Graduate School of Industrial Administration, Carnegie-Mellon University.

RESEARCH GRANTS

- 1990-93 National Science Foundation Grant (Decision, Risk and Management Science, SES389-21423).
1990 Irvine Faculty Research Fellowship.
1987-88 Biotechnology Research and Education Program Grant
1983-84 Irvine Faculty Research Fellowship.

FELLOWSHIPS AND AWARDS

- 2009 Practice-Relevant Scholarship Award, Practice Committee of the Academy of Management
- 2007 Elected Fellow, American Psychological Association (and Division 14, Society for Industrial and Organizational Psychology)
- 2006 *Journal of Management Inquiry* Scholar, Western Academy of Management
- 2006 Elected Fellow, International Association for Applied Psychology
- 2001 Elected Fellow, Academy of Management
- 1998 *Academy of Management Journal* Best Paper of 1997 Award.
- 1998 Academy of Management Human Resources Division 1998 Scholarly Achievement Award.
- 1990-93 Honorary Visiting Professor, Chinese Academy of Management Science.
- 1991 Recognition for Outstanding Service to the Research Methods Division of the Academy of Management.
- 1991 Faculty Service Award, Graduate School of Management, University of California, Irvine.
- 1989 Fulbright Fellow, Lecturing Award (International Management Center, Budapest Hungary).
- 1986 Yoder-Heneman Personnel Research Award for the best empirical research paper in Human Resource Management published in 1985, awarded by the American Society for Personnel Administration.
- 1985 Ascendant Scholar Award, Western Academy of Management.
- 1985 Outstanding Service Award, Graduate School of Management, University of California, Irvine.
- 1984 Teaching Excellence Award, Graduate School of Management, University of California, Irvine.
- 1980 Teaching Excellence Award, Graduate School of Management, University of California, Irvine.

CONGRESSIONAL TESTIMONY:

April 26, 1984, Hearings on Federal Merit Pay Reform, United States House of Representatives Subcommittee on Compensation and Employee Benefits (of the Committee on Post Office and Civil Service).

GOVERNING BOARDS

2003-05	International Federation of Scholarly Associations of Management.
1999-04 1995-98	Academy of Management
1993-01	Irvine Campus Housing Authority
1993-96	Western Academy of Management.
1989-91	Association for Research on Nonprofit Organizations and Voluntary Associations.

PROFESSIONAL ACTIVITIES

Editorial Service:

2006-	Editorial Board, <i>Administrative Science Quarterly</i>
2005-	Editorial Board, <i>International Public Management Journal</i>
2004-	Editorial Board, <i>Academy of Management Perspectives</i>
2004-	Advisory Board, <i>Organization and Management Journal</i>
1999-	Editorial Board, <i>Human Relations</i>
2002-07	Consulting Editor, <i>Journal of Applied Psychology</i>
2000-01	Editorial Board, <i>Journal of Applied Management and Entrepreneurship</i>
1994-99	Editorial Board, <i>Journal of Organizational Behavior</i>
1993-99	Editorial Board, <i>Journal of Organizational Change Management</i>
1994-99	Book Review Advisory Panel, <i>Personnel Psychology</i>
1979-95	Associate Editor, <i>Citizen Participation and Voluntary Action Abstracts</i>
1982-92	Deputy Editor, <i>Nonprofit and Voluntary Sector Quarterly</i>
1991-92	Panelist, United States Information Agency, University Affiliates Program Review

Reviewer:

National Science Foundation (Social Psychology, Decision, Risk and Management Sciences, and Transformation to Quality Organizations Programs); Research Grants Council, Hong Kong S.A.R.

Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Applied Psychology: An International Review; Groups and Organization Management; Industrial and Labor Relations Review; Journal of Applied Psychology; Journal of International Business Studies; Journal of International Management; Journal of Management Inquiry; Journal of Occupational Behavior; Journal of Occupational and Organizational Psychology; Journal of Organizational Behavior, Journal of Management Studies; Journal of Vocational Behavior; Nonprofit Management & Leadership; Organization Science; Psychological Bulletin; Public Administration Review; The Academy of Management Executive; Cambridge University Press; Jossey-Bass Publishers; Lawrence Erlbaum Associates; Oxford University Press; Scott-Foresman Publishers.

1996 and 1998 Western Academy of Management International Meeting.

1982, 1986, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995 and 1996 Annual Academy of Management Meeting.

1988, 1989, 1991, 1992, 1993, 1994, 1995 and 1996 Annual Western Academy of Management Meeting.

1989, 1994, 1995 and 1996 Annual Conference of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association).

1987 Proposals for Research on Philanthropy, Volunteerism, and Nonprofit Initiative, Association of American Colleges.

1983 Southwest Division of the Academy of Management Meetings, Organizational Behavior Area.

1983 National Meeting of the American Institute for Decision Sciences, Organizational Behavior Track.

Memberships:

Academy of Management (Fellow)

American Psychological Association (Fellow)

American Psychological Society (Fellow)

International Association for Applied Psychology (Fellow)

Western Academy of Management

Association for Research on Nonprofit Organizations and Voluntary Associations

External Professional Service:

- 2009- Committee Member, Practice Committee, Academy of Management
- 2008- Scientific Council, Advance Grants Programme, European Research Council, European Commission.
- 2008- London School of Economics, External Promotions Reviewer
- 2008- Editorial Review Board, *Science You Can Use Book Series* (American Psychological Association),
- 2005- Fellow, Sunningdale Institute (United Kingdom)
- 2004- Scientific Council, CentER, Tilburg University (The Netherlands)
- 2008 External Review Committee, Management Department, College of Business, San Diego State University
- 2008-09 Committee Member, Organizational Behavior Division Outstanding Practitioner Publication 2008 Committee, Academy of Management
- 2007-09 Committee Member. Careers Division's Lifetime Achievement Award, Academy of Management
- 2003-05 Membership Committee (Chair, 04-05), Fellows, Academy of Management
- 2003-04 Past-President, Academy of Management;
Chair of the Nominating and External Relations Committees and member of the Executive Committee
- 2003 AACSB Doctoral Faculty Commission (co-author of Sustaining Scholarship in Business Schools, September 2003).
- 2002-03 President, Academy of Management;
Chair of the Executive Committee and member of the Nominating, Long Range Planning, Financial Strategies Committees, and Communications and External Relations Ad Hoc Committees
- 2001-02 President-Elect, Academy of Management;
Chair of the Divisions Committee, Member of the Executive and Nominating Committees.
- 2000-02 Committee on the Future of IAAP, International Association of Applied Psychology
- 2000-01 Program-Chair, Academy of Management 2001 Washington D. C., Meeting;
member of the Executive and Conference Committees; Academy of Management.
- 1999-00 Chair, Professional Development Workshop Program and member of the Program, Executive, Divisions and Financial Strategies Committees.
- 1998 Invited presentation, Leadership, National Training Conference (to prepare business school faculty to teach MBA students) Nanjing University, China.

External Professional Service: (continued)

- 1998 Visiting (Accreditation) Team, Western Association of Schools and Colleges for the California School of Professional Psychology, Los Angeles.
- 1997-98 Chair, Financial Strategies and Long Range Planning Committees; Academy of Management.
- 1996-97 Chair, Division Review and Awards Committees; Academy of Management.
- 1995-96 President, Western Academy of Management.
- 1994-95 Program Chair, 36th Annual Meeting, Western Academy of Management.
- 1993-94
1983-85 Program Committees, Annual Meetings of the Western Academy of Management.
- 1991 Co-Chair, Doctoral and Junior Faculty Consortium, Western Academy of Management Annual Meeting.
- 1987-89 Representative-at-Large, Research Methods Interest Group, Academy of Management.
- 1988 Local Arrangements Committee, 1988 National Academy Meetings, Anaheim, California.
- 1988 Presidential Nominating Committee, Western Division of the Academy of Management.
- 1988 Strategic Planning Committee, Association of Voluntary Action Scholars.
- 1981-86 Vice President (1985-86); Board of Directors, Association of Voluntary Action Scholars.
- 1984-86 Representative from The Association of Voluntary Action Scholars to Psychology Section, American Association for the Advancement of Science.
- 1983-86 History of Organization Behavior Project, Organizational Behavior Division, Academy of Management.
- 1985 Nominating Committee, Organizational Behavior Division, Academy of Management.
- 1983 Program Coordinator, 1983 Association of Voluntary Action Scholars and Association for Volunteer Administration National Conference, Research Sessions.
- 1982-83 Education and Training Committee, Division 14 (Industrial/Organizational) of the American Psychological Association.

Invited Research Presentations:

Budapest University of Economic Sciences	Administration (NHH)
California School of Professional Psychology- San Diego	Tilburg University
California State University, Bakersfield	Universiteit van Amsterdam
Carnegie-Mellon University-University of Pittsburgh Joint Colloquium Series	University of British Columbia/Simon Fraser
CIBER, University of California, Los Angeles	University Joint Colloquium Series
Concordia University (Montréal)	University College, Dublin
ESSEC Business School (Paris)	University of Maryland
IESE University of Navarra (Barcelona)	University of North Carolina
Kennedy School of Government, Harvard University	University of Southern California
Lancaster University (UK)	University of California, Los Angeles
London Business School	University of California, Riverside
London School of Economics	University of California, Santa Cruz
National University of Singapore	University of South Carolina
New School University	University of Washington
New York University	Washington University (St. Louis)
Norwegian School of Economics and Business	Wharton School of Business, University of Pennsylvania
	Yale University

Conference Presentations:

- 2009 Panelist, *Have We Moved Beyond Conventional Wisdom?*
Chair, *Cross-cultural Effects on Organizational Outcomes*
Academy of International Business Annual Conference,
- Chair and Discussant, Status: *The Neglected Motive in Industrial/Organizational Psychology?*
Discussant, *Outcomes of Volunteering for Employers, Working Volunteers, and Not-for-Profit Organizations*
Society for Industrial and Organizational Psychology Annual Conference
- Doctoral and Junior Faculty Consortium Panelist,
Chair and Discussant, *Creative Thinking for Moving Forward*
Western Academy of Management Annual Meeting
- 2008 Panelist, *The Questions We Don't Ask*
Panelist, *How to Improve Your Chances of Publishing in a Top-tier Journal*,
Panelist, *Bringing Practice Back into our Scholarship*
Annual Meeting of the Academy of Management
- 2007 *Rethinking What We Teach our Students*; Southwestern Academy of Management
Conference.
- Panelist, *Are We Teaching our Students the Right Things?*
Doctoral Consortium Panelist; Organizational Behavior Teaching Conference.
- Tests of Similarity-Attraction and Status Incongruence Explanations for Relational
Demography Effects*;

Conference Presentations: (continued)

- 2007 Panelist, *Making the Most of Your Sabbatical*;
Organizational Behavior Not-so-Junior Mid-Career Faculty Development Workshop
Panelist;
Discussant, *Job Insecurity: Meanings, Measures, and Performance Outcomes*; Annual
Meeting of the Academy of Management.
- 2006 *Teaching Research-based Knowledge*;
Doctoral/Junior Faculty Consortium Panelist; Annual Meeting of the Western Academy
of Management.
- Keynote Address, *Government Practices and Dysfunctional Organizational Behaviors:
The Chinese Case*; Biennial Conference of the International Association for Chinese
Management Research.
- Panelist, *The interplay of the emotional and rational in organizations*; Quadrennial
Conference of the International Association of Applied Psychology.
- Panelist, *International Perspectives on Leadership*;
Panelist, *Scientist and Educator: Integrating our Divided Roles*;
Panelist, *Opportunities and Threats for Human Resources Management and Management
Education*;
Chair and Discussant, *Organizational Trust and the Public Concern*;
Doctoral Consortium Panelist; Annual Meeting of the Academy of Management.
- Organizations and the Eradication of Global Poverty*; Business as Agent of World
Benefit Conference.
- 2005 *Glass Ceiling Bias: Effects of Nonstandard Accent on Management Hiring*; Annual
Meeting of the Society for Industrial and Organizational Psychology (Division 14 of the
American Psychological Association).
- Panelist, *The Role of Research in Business and Societal Transformations in the Academy
of Management*; Eleventh Biennial International Conference of the Eastern Academy of
Management.
- Why the Rich get Richer: The Role of Organizations in the Wealth of Nations*;
Panelist, *The Multiple Faces of Paternalism in Employment Relationships*;
Chair and Discussant, *Human Resources in the 21st Century*;
Doctoral Consortium Panelist; Annual Meeting of the Academy of Management.
- The Relevance of Business Schools in a Changing World*; The Future of the Business
School Forum, Advanced Institute of Management research and University of Warwick.

Conference Presentations: (continued)

- 2004 Keynote Address, *Organizing With (and Without) Governmental Rule of Law*; Annual Meeting of the Southwestern Academy of Management.
- All-Academy Address, *Organizing With (and Without) Governmental Rule of Law*;
 Luncheon Address, *State of the Academy*; Annual Meeting of the Midwest Academy of Management.
- Keynote Address, *The Challenge of Recognizing Wisdom in Organizations*; Annual Meeting of the Eastern Academy of Management.
- Keynote Address, *Organizational Issues in Transitional Economies: Creating Trust*; Annual Meeting of the European Group for Organizational Studies.
- 2003 Presidential Address, *What Do We Know and How Do We Know It?*;
 State of the Academy Address;
 Governments, Reciprocal Exchange and Trust Among Business Associates;
 Panelist, *Democracy in the Academy: Promoting Positive Professional Practice*;
 Panelist; *Crafting a Value Statement for HR Scholars and Educators*; Annual Meeting of the Academy of Management.
- Doctoral Consortium Panelist;
 AoM President's Conversation; Annual Meeting of the Western Academy of Management.
- Chair and Discussant, *Top Teams, Strategy and Change*; Annual Meeting of the British Academy of Management
- Opening Address, *How Professional Associations Contribute to the Creation and Dissemination of Management Knowledge*;
 Doctoral Consortium Address, *Publishing in Management*; Annual Meeting of the Associação Nacional dos Programas de Pós-Graduação em Administração.
- Doctoral Consortium Panelist;
 Junior Faculty Consortium Address, *Politics 101*;
 Luncheon Speech, *How the Academy Can Work for You*;
 Roundtable Discussions, *Dealing with Organizational Politics*; Annual Meeting of the Southern Academy of Management.
- Doctoral Workshop Address, *What Distinguishes Celebrated Research from the Ignored: A Conversation*;
 Panelist, *AACSB & EQUIS Accreditation*;
 Keynote Address, *The Effectiveness of Personal Relationships as a Substitute for the Rule of Law*; Australian and New Zealand Academy of Management Annual Conference.
- 2002 Panelist, *Organizing and Bargaining Under Hostile, Erratic and Weak Governments*; Annual Meeting of the Academy of International Business.
- Comparing Structured and Unstructured Methods for Studying Organizational Transformation in Hungary, Lithuania and China*; Annual Meeting of the European Group for Organizational Studies.

Conference Presentations: (continued)

- 2002 Panelist, *Building Effective Networks Through the Academy of Management*;
Panelist, *Entrepreneurial History Building in Action: Networking with the AoM and AACSB*;
Chair, *Illegality, Impression Management, Favoritism, and Secrecy: Negative Elements in Networks*; Annual Meeting of the Academy of Management.
- Panelist, *Understanding September 11th from Global Perspectives*;
Doctoral Consortium Panelist;
Interviewee, *Inside the Ivory Tower*; Annual Meeting of the Western Academy of Management.
- Panelist, *Using Technology to Leverage Learning Between Class Sessions*; Annual Meeting of the Western Association of Collegiate Schools of Business.
- 2000 Chair, *In Search of Government in Theories of Organizational Behavior and Strategy*;
Doctoral Consortium Panelist, Annual Meeting of the Western Academy of Management.
- Social Capital: Mediating the Negative Relationship between an Employability Approach to Human Resources Management and Job Performance*;
Chair, *Toward an Understanding of the Role of Government in Strategy and Organization* (selected as a Showcase Symposium); and
Panelist, *Employment Relationships, Culture, and Work Modes within the Strategic Human Resources Architecture* (selected as a Showcase Symposium); Annual Meeting of the Academy of Management.
- Keynote Address, *Governmental Boundaries and Management*; Annual Meeting of the British Academy of Management.
- 1999 Panelist, *Looking Forward: A Conversation with the Past-presidents of WAM*; Annual Meeting of the Western Academy of Management
- Panelist, *Consequences of Contingent Work: Beyond a Monolithic View*;
Chair, *Caucus on States and Management*; Annual Meeting of the Academy of Management
- 1998 Doctoral Consortium Panelist;
Panelist, *Symposium: Expert Witnessing: Putting Knowledge on Trial*;
Panelist, *Impacts through Collegial Support*;
Panelist, *Impact: A Past-president's Forum*, Annual Meeting of the Western Academy of Management.
- Panelist, *Psychological Contracts: Pitfalls and Opportunities*; Annual Meeting of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association).
- Dependence on Inter-organizational Relationships: Why Guanxi?*; Fourth Biennial International Conference of the Western Academy of Management.

Conference Presentations: (continued)

- 1998 *The Actual Job Insecurity of Contingent Workers: Effects on Trust and Social Capital; Is Trust a Cause or a Consequence?: Empirical Evidence;* Workshop Presenter, *Research about Emerging Market Economies*; Annual Meeting of the Academy of Management.
- Keynote Address, *Corporate Transformation Emerging Markets*; British Academy of Management.
- 1997 Panelist, *A Conversation: Making a Difference through Unexpected Impacts of Academic Encounters*; Annual Meeting of the Western Academy of Management.
- Panelist, *Perspectives on Teaching*; Interdisciplinary Students of Organizations Conference.
- Can Human Resources Directors be Trusted as Study Informants?; Persistence in the Face of Revolutionary Change; Straining for Shared Meaning in Organization Science: The State of Trust*; Annual Meeting of the Academy of Management.
- 1996 Panelist, *Eastern European Issues*; Decision Sciences Institute Annual Meeting.
- Legitimacy: An Analysis of Three Hungarian-West European Collaborations*; Global Perspectives on Cooperative Strategies Conference (European Perspectives).
- Discussant, *Symposium: The Psychological Contract, Boundaried or Boundaryless: Purification of a Construct*; Annual Meeting of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association).
- Is Competition Necessary to Gain Cooperation? A Cross-cultural Consideration; Neo-traditionalism and Organizational Behavior*; Consortium Panelist, "Not So Junior" Faculty Mid-career Forum; Annual Meeting of the Academy of Management.
- The Psychological Contract: An Empirical Assessment*; Changes in Psychological Contracts Conference, Tilburg University.
- 1995 Chairperson, *The Transformation of the Employment Contract: The Case of Contingent Health Care Workers*; Annual Meeting of the Academy of Management.
- Opening Session, *Scholarly Criticism of Management*;
Chairperson, *Has Business Schools' Financial Dependence on Business Muted Criticism of Business Practices? A Dean's Panel*. Annual Meeting of the Western Academy of Management.
- 1994 *The Role of Trust in the Transformation of State-socialist Enterprises to Successful Market Competitors*; Twenty-third International Congress of Applied Psychology.

Conference Presentations: (continued)

- 1994 *What Difference Does It Make? The Psychological Involvement of Members of a Mixed Core-periphery Workforce;*
The Configuration of Human Resource Strategy and Structure: Comparing Typologies-in-use;
Guanxi: Good Connections as Substitutes for Institutional Support;
Doctoral Consortium Panelist, International Division. Annual Meetings of the Academy of Management.
- The Costs of Organizational Distrust;*
Discussant, *Eastern Block Countries in Transition;* Third Biennial Conference of the International Western Academy of Management.
- Chairperson, Ascendant Scholar Symposium;
Panelist, Doctoral and Junior Faculty Consortium; Annual Meeting of the Western Academy of Management.
- 1993 *The Role of Human Resources Departments as Mediating Institutions in the Maintenance of Institutional Trust;* Fifth International Conference: Managing in a Global Economy.
- The Challenges of Management Development Training and Education in Eastern Europe, Constructing the New 21st Century Organizations: Internal Structures;*
Doctoral and Junior Faculty Consortium Panelist; Annual Meeting of the Western Academy of Management.
- Conversation Hour: Human Resources Management and Change in Former Communist Countries;* Annual Conference of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association).
- The Effects of Pay Systems on Employees Perceptions of Others;*
On the Transferability of Pedagogical Methods, Materials, and Practices to Post-socialist Cultures;
Discussant for Research Methods Best Paper Session;
Panelist in Organizational Behavior, Organization Development & Change, Organization & Management Theory Doctoral Consortium; Annual Meetings of the Academy of Management.
- 1992 *Adaptive Interaction Patterns in Socialist and Post-socialist Hungary: Institutional Trust.* Fourth Annual International Conference of The Society for the Advancement of Socio-Economics.
- The Organizational Behavior of Contract Laborers and their Effects on Employees;*
Annual Meeting of the Western Academy of Management.
- Person-based Reward Systems: A Theory of Organizational Reward Practices in Reform-communist Organizations;* Second Biennial International Conference of the Western Academy of Management.

Conference Presentations: (continued)

- 1991 *The Back Door: Spontaneous Privatization in Hungary; Public Versus Private Enterprise*, International Center of Research and Information on the Public and Cooperative Economy Université de Liège Conference.
- The Psychological Effects of Detachment: The Experiences of Temporary Workers*; Annual Conference of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association).
- Chairperson, *Systematic Empirical Research on the Transformation of Communist Enterprise*;
Reconceptualizing the Employee-organization Relationship; Annual Meeting of the Academy of Management.
- 1990 *The Psychological Effects of Bureaucratic Decline*. Twenty-second International Congress of Applied Psychology.
- Chairperson, *Reforming Management Education in Reforming Socialist Countries; The Performance and Affective Effects of Competition: Theoretical Rationale and Empirical Evidence*; Annual Meeting of the Academy of Management.
- Socialism to Capitalism: Preliminary Observations of Hungarian Organizational Behavior*; Annual Meeting of the Western Academy of Management.
- 1989 *Legal/Rational and Traditional Management: Empirical Comparison of Practices in Saudi Arabia and the United States*; Third International Conference: Managing in a Global Economy.
- Invited Address, *Selecting for Collaboration and Loyalty: Ideas from Recent Organizational Behavior Theory*; Annual Conference of the Personnel Testing Council of Northern California.
- 1988 *A Goal Setting Experiment: Learning from Failure to Reject the Null Hypothesis*; Annual Conference of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association).
- Symposium Participant, *Expectations in Ph.D. programs*; Annual Organizational Behavior Teaching Conference.
- Symposium Participant, *Practitioners in Volunteerism Discuss Research*; Sixteenth Annual Meeting of the Association of Voluntary Action Scholars.
- Human Resources Management Strategies in Large Bureaucratic Organizations; Palace Politics and Radical Innovation*; Annual Meeting of the Academy of Management.
- Chairperson and Discussant, *Interviewing: Impacts on the Interviewer and Interviewee*; Annual Meeting of the Western Academy of Management.
- Human Resource Management in Non-small Non-start-up High Technology Firms*; High Technology Management Conference, University of Colorado at Boulder.

Conference Presentations: (continued)

- 1987 Chairperson, *Issues in Participation in Nonprofit and Voluntary Organizations; Managing Volunteers: The Role of Ambiguity in Volunteer Motivation*; Annual Meeting of the Association of Voluntary Action Scholars.
- 1986 *Formal Structure and Cooperative Interaction within Organizations*; Eleventh World Congress of Sociology.
- Chairperson, *Child's View of Managerial Life*;
Symposium Participant, *Reflections on the Field of Organizational Behavior*;
Pay for Performance in the Organizational Context: An Evaluation of Three Compensation Systems for Managers; Annual Meeting of the Academy of Management.
- Merit Pay: Analysis from an Organizational Perspective*; Annual Meeting of the Western Academy of Management.
- 1985 Invited Presentation, *Ascendant Scholars*; Annual Meeting of the Western Academy of Management.
- Coalitions in the Organizational Context*; Negotiations within Organizations Conference, Duke University.
- 1984 Symposium Participant, *A History of the Organizational Behavior Division*. Annual Meeting of the Academy of Management.
- Symposium Participant, *Are Objective Performance Appraisal Systems Possible?*; Forty-fifth Annual Conference of the American Society for Public Administration.
- 1983 *Labor that Is Worth Nothing: The Paradox of Volunteers*; Conference on Managing Voluntary Organizations, York University.
- Contingent Pay for Managers and Organizational Performance: A Time Series Analysis*; Annual Meeting of the Academy of Management.
- Effective Advisory Boards: A Test of the Generalizability of Group Dynamics Research*; Annual Meeting of the Western Division of the Academy of Management.
- Symposium Participant, *Coalition Building: The Unexplored Dimension in Nonprofit Leadership*; Eleventh Annual Meeting of the Association of Voluntary Action Scholars.
- 1982 *Does Paying for Work Reduce Motivation? Results of a Field Test Comparing Volunteers and Employees*;
Chairperson, *Motivating Volunteer and Citizen Participation*;
Volunteer Unreliability: An Organizational Perspective; Tenth Annual Meeting of the Association of Voluntary Action Scholars.

Conference Presentations: (continued)

- 1982 *Empirical Assessment of Merit Pay in Five Federal Organizations*; Forty-third Annual Meeting of the American Society for Public Administration.
- Chairperson and Discussant, *Regulation: The Process and Its Consequences for Three Organizational Settings*; Annual Meeting of the Western Academy of Management.
- 1981 *Sufficiency of Justification: Field Test and Extension of a Hypothesis*; Annual Meeting of the Academy of Management.
- Strategic Management in Public Organizations: The Case of Civil Service Reform*; Annual Meeting of the Western Division of the Academy of Management.
- 1980 *Employer-employee Exchange: A Marketplace Transaction within an Intimate Relationship*; Annual Meeting of the Western Division of the Academy of Management.
- Chairperson, *The Civil Service Reform Act of 1978--Three Approaches to Evaluation Research*; Annual Meeting of the Academy of Management.
- Chairperson and Discussant, *Organization-environment Relations*; Annual Meeting of the Pacific Sociological Association.
- 1979 *I Don't Know Why I Work Here: The Psychological Contract in Voluntary Associations and Causes and Consequences of Leaderlessness in Organizations*; Seventh Annual Meeting of the Association of Voluntary Action Scholars.
- Reflections on Uncertainty Encouragement*; Annual Meeting of the Eastern Division of the Academy of Management.
- 1978 *The Avoidance of Leadership Positions by U.S. Volunteers*; Ninth World Congress of Sociology.

PUBLICATIONS

Books:

1. Pearce, J. L. (1993) *Volunteers: The organizational behavior of unpaid workers*. London: Routledge.

Translated into Italian (*Volontariato*. Milano: Raffaello Cortina, 1994).

Excerpted as Chapter 29 in Ott, J. S. (2001) *Understanding nonprofit organizations: Governance, leadership, and management*. Boulder, CO: Westview Press.
2. Pearce, J. L. (2001) *Organization and management in the embrace of government*. Mahwah, NJ: Erlbaum.
3. Pearce, J. L. (2006) *Organizational behavior real research for real managers: Individuals in organizations*. Irvine, CA: Melvin & Leigh.
4. Pearce, J. L. (2009) *Organizational behavior real research for real managers*. Irvine, CA: Melvin & Leigh.

2009 Practice-Relevant Scholarship Award, Practice Committee of the Academy of Management

Edited Journal Special Issues:

5. Pearce, J. L. (Ed.) (1993) *Organizational change in the formerly communist countries of Europe* (Special issue of *Journal of Organizational Change Management*, 6). Bradford, UK: MCB University Press.
6. Pearce, J. L. and Frese, M. (Eds.) (2000) *Transitional economies in Eastern Europe* (Special issue of *Applied Psychology: An International Review*). Hove, UK: Erlbaum (UK) Taylor & Francis.
7. Pearce, J. L., De Castro, J. & Guillen, M. F. (2007) *Influencing politics and political systems* (Special Topic Forum in *Academy of Management Review*).

Book Chapters:

8. Pearce, J. L. (1983) Participation in voluntary associations: How membership in a formal organization changes the rewards of participation. In D. H. Smith, J. Van Til, V. Pestoff and D. Zeldin (Eds.), *International perspectives in voluntary action research*, Washington, D.C.: University Press of America, 148-156.
9. Pearce, J. L. (1985) Insufficient justification and volunteer motivation. In L. Moore (Ed.), *The motivation of volunteers*, Vancouver, B.C.: Voluntary Action Resource Center, 201-213.
10. Perry, J. L. and Pearce, J. L. (1985) Civil service reform and the politics of performance appraisal. In D. H. Rosenbloom (Ed.), *Public personnel policy: The politics of civil service*, Port Washington, NY: Associated Faculty Press, 146-160.

Book Chapters: (continued)

11. Pearce, J. L., Stevenson, W. B., and Porter, L. W. (1986) Coalitions in the organizational context. In R. J. Lewicki, M. H. Bazerman, and B. Sheppard (Eds.), *Research on negotiation in organizations* (Vol. 1), Greenwich, CT: JAI Press, 97-115.
12. Pearce, J. L. (1987) Why merit pay doesn't work: Implications from organizational theory. In D. B. Balkin and L. R. Gomez-Mejia (Ed.), *New perspectives in compensation*. Englewood Cliffs, NJ: Prentice Hall, 169-178.

Reprinted in *Motivation and work behavior* (5th ed.), R. M. Steers and L. W. Porter (Eds.), (1991) New York: McGraw-Hill, 498-506.

Reprinted in *Motivation and leadership at work* (6th ed.), R. M. Steers, L. W. Porter and G. A. Bigley (Eds.), (1996) New York: McGraw-Hill, 545-554.
13. Pearce, J. L. (1987) Making sense of volunteer motivation: The sufficiency of justification hypothesis. In R. M. Steers and L. W. Porter (Eds.), *Motivation and work behavior* (4th ed.),
14. Pearce, J. L. (1989) Rewarding successful performance. In J. L. Perry and Associates *Handbook of public administration*, San Francisco: Jossey-Bass, 401-411.
15. Pearce, J. L., Branyiczki, I., and Bakacsi, G. (1993). Person-based reward systems: Reward practices in reform-communist organizations. In M. Maruyama (Ed.), *Management reform in Eastern and Central Europe*, Aldershot, UK: Dartmouth Publishing, 133-162.
16. Pearce, J. L. and Cakrt, M. (1994) Ferox Manufactured Products. In D. S. Fogel (Ed.), *The reform of enterprises in emerging market economies: Cases from Czechoslovakia*, Boulder, CO: Westview Press, 85-102.

Reprinted in *Management International: Cases, Exercises and Readings*, Marcic, D. and Puffer, S. M. (Eds.), (1994) St Paul: West.
17. Pearce, J. L. and Branyiczki, I. (1997) Legitimacy: An analysis of three Hungarian-West European collaborations. In P. W. Beamish and J. P. Killing (Eds.), *Cooperative strategies: European perspectives*. San Francisco: The New Lexington Press, 300-322.
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